

“F.Y.I. Sheet”

I. Health and Dental Insurance

- A. If you have health and dental coverage as an active employee and you wish to continue coverage as a retiree, you **MUST** make arrangements with the Retirement Administration Agency (RAA) to have your premiums deducted from your monthly retirement check.
1. If you cancel your insurance after retiring, you will never again be eligible to rejoin a County benefit plan as a retiree.
 2. If either you or your spouse is eligible for Medicare (both the hospital and/or medical portions) you are required to enroll with Medicare and submit a copy of your card to the RAA.
 3. County contracts with CIGNA and Kaiser do not provide coverage for retirees age 65 and older who are eligible for Medicare. Affected retirees may enroll in another plan.
 4. If you live (or move) outside of your health plan service area, you are only eligible for coverage under the Blue PPO plan or in another HMO that serves your address.
 5. These benefits may change before you retire and your benefits may not continue at the same level that exists when you retire.
 6. If you do not participate in a County health or dental plan at the time of retirement, you cannot join one later.
- B. Who pays for premiums?
1. Retirees pay 100% of the monthly dental premiums.
 2. For active employees, the County pays 85% of an individual's health premium or 75% of two-party or family coverage. After retirement, the County no longer pays a portion of the premium. Retirees who are eligible for an employer subsidy, will receive the following monthly contribution toward the full cost of their County health insurance premium.

Years of Service At Retirement	Monthly Subsidy for a retiree age 55 to 65	Monthly Subsidy for a retiree age 65 or over <small>(Note: Subsidy payments for retirees over age 65 are adjusted for Medicare)</small>
5-9	\$25	\$15
10-14	\$50	\$25
15-19	\$125	\$100
20-24	\$150	\$150
25 or more	\$175	\$175

3. Retirees receive an employer subsidy for health insurance if they are 55 years or older.
4. Surviving spouses are only entitled to a subsidy if they receive a Joint and Last Survivor benefit.
5. Service-connected disability retirees are eligible to receive the maximum subsidy at the time of retirement and ordinary disability retirees receive a subsidy based on their actual years of service at retirement.

C. What is the cost of retiree health and dental insurance? (See Blue Handout or visit www.fairfaxcounty.gov/retbrd/oerate.pdf)

II. Retiree Life Insurance

Retirees may continue group life insurance with several important changes. To arrange for life insurance deductions from your retirement check, please call the Retirement Agency at 703-279-8200.

The first of the month following retirement, your basic and, if applicable, optional term life shall reduce to 65% of the amount that was in effect immediately prior to the date of your retirement if it has not already been reduced due to attainment of age 65 as an active employee. The month following your attainment of age 70, the value of your coverage is reduced to 30% of the amount that was in effect on your retirement date. You also have the option of reducing your coverage at retirement or anytime thereafter. (If your coverage is less than \$12,500 with contractual reduction(s), you will continue the amount you currently have in force with contractual reduction(s).

Employee may elect any option that is equal to or less than current coverage level:

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|-------------------------------|---|
| • Reduce to \$12,500 or less | Retiree pays for 1/2 of coverage at age banded rates. |
| • Basic coverage | Retiree pays for 1/2 of coverage at age banded rates. |
| • Basic + 1 x salary | Retiree pays for 1/2 of coverage at age banded rates. |
| • Basic + 2 x salary | Retiree pays for 2/3 of coverage at age banded rates. |
| • Basic + 3 x salary | Retiree pays for 3/4 of coverage at age banded rates. |
| • Basic + 4 x salary | Retiree pays for 4/5 of coverage at age banded rates. |
| • Retiree may cancel coverage | |

Please Note: Once the retiree turns age 80 or older with total coverage of \$12,500 or less, retiree will have the group term life premium fully paid by the County.

Monthly premium rates for dependent coverage are the same premium rates that active employees pay. The County does not make a contribution for dependent coverage.

III. Other County Benefits

A. Long Term Disability (Salary Insurance)

Once you are no longer employed, you are not eligible for LTD insurance. If you plan to continue working and you have had LTD coverage for at least 12 consecutive months, you are eligible to convert to Disability Conversion Insurance, however, the benefit of doing so is greatly reduced by the fact that you are now eligible to receive a retirement annuity. The value of your monthly retirement annuity reduces the benefit you would receive under your LTD policy if you became disabled. If you have questions you should call Employee Benefits at 703-324-4917.

B. Flexible spending account

1. Your pre-tax deductions and your eligibility for reimbursement for expenses cease with your last paycheck.
2. You must submit claims for expenses incurred up to your last day of employment within 90 days of that date unless you elect to continue your medical spending account under COBRA to finish out the calendar year in which you retired.
3. For more information contact Employee Benefits at 703-324-4917 or Ceridian Benefit Services at 1-877-799-8820.

C. Deferred Compensation

1. If you participated in the 457 deferred compensation plan, you may **choose a beginning payout date at any time** after your retirement. Contact the deferred compensation vendor(s) you participated with to request a distribution packet or a rollover form.

ICMA 1-800-669-7400

T. Rowe Price 1-888-457-5770

VALIC 1-888-568-2542

2. Your beginning payout date must be no later than April 1 of one of the latest:
 - a. the calendar year in which you reach age 70½, or
 - b. the calendar year in which you leave employment.
 - c. A 457 plan does not have a penalty for withdrawals prior to age 59½.
3. You have a number of different distribution options to choose from (e.g. lump sum, partial lump sum, and scheduled installment payments.)
 - a. You may choose monthly, quarterly, semi-annual or annual payments.
 - b. You may change your distribution amount at any time.
 - c. You may increase, decrease, start or stop distributions at any time.
 - d. You have the option of rolling your money to another plan.
(See employee benefit handbook or procedural memo #33.)

D. Long Term Care

If you are enrolled in the long term care plan, contact Aetna at 1-800-537-8521 to make payment arrangements. Aetna will prepare a statement for each direct bill participant and will mail it directly to your home address on a quarterly, semi-annual or annual basis.

IV. Qualified Domestic Relations Orders (QDRO's)

Contact Vicki Christensen with the Retirement Agency with questions
703-279-8221

V. Additional Information

A. Procedural Memorandum #33 Information for Persons Terminating or Retiring from the County (visit <http://infoweb/hr/promem/33.PDF>)

B. Retirement Administration Agency 703-279-8200
(visit www.fairfaxcounty.gov/retbrd)

C. County Benefits 703-324-4917

D. Deferred Comp Help Desk 703-324-4995

E. Employee Benefits Handbook
(visit <http://infoweb/hr/benefits/> and click on Benefits Handbook in the drop-down menu)

This "F.Y.I. Sheet" was written by Human Resources and prepared by the Fairfax County Retirement Agency for members of the Fairfax County Retirement Systems. If you have additional questions, please contact Human Resources at 703-324-3303 or the Retirement Agency at 703-279-8200.